

UNCLASSIFIED
DEFENSE HUMAN RESOURCES ACTIVITY
Research, Development, Test and Evaluation
Fiscal Year (FY) 2003 Budget Estimates

RDT&E BUDGET ITEM JUSTIFICATION SHEET (R-2 Exhibit)					DATE: February 2002				
APPROPRIATION/BUDGET ACTIVITY: RDT&E, Defense-Wide/Budget Activity 6					PROGRAM ELEMENT: 0605803S, DEFENSE HUMAN RESOURCES ACTIVITY				
COST (MILLIONS)	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	COST TO COMP	TOTAL
TOTAL PROGRAM ELEMENT	8.696	8.720	8.963	9.015	8.941	9.141	9.347	Cont	Cont
#1: Joint Service Training & Readiness System Development	3.862	3.875	3.945	3.968	3.935	4.023	4.113	Cont	Cont
#2: Defense Training Resource Analysis	3.032	3.043	3.102	3.121	3.094	3.199	3.271	Cont	Cont
#3: DoD Enlistment Processing and Testing	1.802	1.802	1.916	1.926	1.912	1.919	1.963	Cont	Cont
<p>A. Mission Description and Budget Item Justification:</p> <p>The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD(P&R)).</p> <p>#1. Joint Service Training & Readiness System Development. The Joint Service programs were established by the Secretary of Defense to improve the training and readiness of the Active and Reserve Components. The project is a Budget Activity 6, RDT&E Management Support project to expedite the prototype development of new training and readiness technologies and Joint Service Training and readiness systems that improve the training and readiness effectiveness and enhance the performance of the military forces. It also facilitates the sharing of training and readiness information, while allowing for the transfer of emerging and innovative technologies among the Services and private sector.</p> <p>#2. Defense Training Resources Analysis. The project is a Budget Activity 6, RDT&E Management Support project to support the DHRA and DoD training managers (OSD, Joint Staff, Unified Commands, and the Services) in promoting more efficient and effective use of training resources, increasing the effectiveness of military training, and enhancing the readiness and performance of the military forces. Projects analyze the contributions to readiness of various training techniques and programs and use the results to expedite new training concepts and procedures that increase unit effectiveness or decrease costs. Emphasis is placed on developing analytical tools and systematic methodologies to improve training resource allocations.</p>									

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<p>#3. DoD Enlistment Processing and Testing. The project is located in Budget Activity 6, RDT&E Management Support, to administer testing programs which enable the Armed Services to select highly qualified military recruits. The DoD uses a single test, the Armed Services Vocational Aptitude Battery (ASVAB) to determine eligibility of military applicants and to report recruit quality data to Congress. High quality recruits are obtained from administering the ASVAB annually to approximately 600,000 applicants for Military Service as part of the DoD Enlistment Testing program, and to 1 million students in the DoD Student Testing program. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. New ASVAB test forms and related support materials are implemented approximately every four years. This allows DoD to make measurable improvements as well as decrease the likelihood of test compromise. Ongoing RDT&E efforts include development and evaluation of procedures which (1) reduce or eliminate threats to the validity of the ASVAB test scores generated; (2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information. In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn.</p> <p>B. Program Change Summary:</p> <table style="margin-left: auto; margin-right: auto; border: none;"> <thead> <tr> <th></th> <th colspan="4" style="text-align: center;">COST IN MILLIONS</th> </tr> <tr> <th></th> <th style="text-align: center;">FY 2001</th> <th style="text-align: center;">FY 2002</th> <th style="text-align: center;">FY 2003</th> <th style="text-align: center;">Total Cost</th> </tr> </thead> <tbody> <tr> <td>Previous President's Budget Submission (PPB)</td> <td style="text-align: center;">8.696</td> <td style="text-align: center;">8.834</td> <td style="text-align: center;">8.979</td> <td style="text-align: center;">Continuing</td> </tr> <tr> <td>Adjustments to Appropriated Value</td> <td style="text-align: center;">-----</td> <td style="text-align: center;">-.114</td> <td style="text-align: center;">-0.016</td> <td></td> </tr> <tr> <td>Congressional Rescission:</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Current President's Budget Submission</td> <td style="text-align: center;">8.696</td> <td style="text-align: center;">8.720</td> <td style="text-align: center;">8.963</td> <td style="text-align: center;">Continuing</td> </tr> </tbody> </table> <p>FY 2002 funding reflects (-\$0.114 million) pursuant to Section 8123: Business Processes Reform (-\$0.061 million); Section 8032 (Federally Funded Research and Development Centers (FFRDCs))(-\$0.050 million); and a General Reduction,(-\$0.003 million) congressional adjustments. FY 2003 funding reflects adjustments (-\$0.016 million).</p> <p>C. Other Program Funding Summary: DERF - N/A</p>			COST IN MILLIONS					FY 2001	FY 2002	FY 2003	Total Cost	Previous President's Budget Submission (PPB)	8.696	8.834	8.979	Continuing	Adjustments to Appropriated Value	-----	-.114	-0.016		Congressional Rescission:					Current President's Budget Submission	8.696	8.720	8.963	Continuing
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<p>D. Schedule Profile</p> <p>FY 2001 Accomplishments (3.862)</p> <ul style="list-style-type: none"> • Coordinated ADL architecture, standards, and guidelines across DoD, federal agencies, and NATO allies • Refined the ADL Master Plan by focusing on opportunities for collaboration and reuse • Sponsored prototype training technology development and applications that support joint warfighting • Supported the evolution and realization of joint training in the context of Joint Vision (JV) 2010 • Assessed the cost-benefit of distributed learning technologies • Supported prototype development and assessment of DoD Knowledge Management Systems and Portals <p>FY 2002 Plans (3.875)</p> <ul style="list-style-type: none"> • Continue to coordinate the evolution of ADL architecture, standards, and guidelines across DoD, Federal Agencies, and NATO allies • Update and expand the ADL Master Plan by focusing on inter-agency, combined, and coalition training with NATO allies and Partnership For Peace (PFP) countries • Sponsor prototype training technology development and applications that support joint, interagency, and coalition training communities • Assess the cost-benefit of new learning technologies especially intelligent tutors and intelligent systems • Support prototype development, assessment, and application of DoD's Knowledge Management Systems and Portals 									

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FY 2003 Plans (3.945) <ul style="list-style-type: none"> Continue to coordinate the evolution of ADL architecture, standards, and guidelines across DoD, federal agencies, and NATO allies Update and expand the ADL Master Plan by focusing on inter-agency, combined, and coalition training with NATO allies and PfP countries Sponsor prototype training technology development and applications that support joint, interagency, and coalition training communities Assess the cost-benefit of new learning technologies especially intelligent tutors and intelligent systems Support prototype development, assessment, and application of DoD's Knowledge Management Systems and Portals Advance the live, virtual, and constructive simulation training baseline to include developmental systems and visionary views to compose trends and assess macro-functionality in the context of JV2020. 									

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<p>A. Mission Description & Budget Item Justification:</p> <p>#2. This project supports the DHRA and DoD training managers (OSD, Joint Staff, Unified Commands, and the Services) in promoting more efficient and effective use of training resources, increasing the effectiveness of military training, and enhancing the readiness and performance of the military forces. Projects analyze the contributions to readiness of various training techniques and programs and use the results to expedite new training concepts and procedures that increase unit effectiveness or decrease costs. Emphasis is placed on developing analytical tools and systematic methodologies to improve training resource allocations.</p> <p>B. Program Change Summary:</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4" style="text-align: center;">COST IN MILLIONS</th> </tr> <tr> <th></th> <th style="text-align: center;">FY 2001</th> <th style="text-align: center;">FY 2002</th> <th style="text-align: center;">FY 2003</th> <th style="text-align: center;">Total Cost</th> </tr> </thead> <tbody> <tr> <td>Previous President's Budget Submission (PPB)</td> <td style="text-align: center;">3.032</td> <td style="text-align: center;">3.083</td> <td style="text-align: center;">3.108</td> <td style="text-align: center;">Continuing</td> </tr> <tr> <td>Adjustments to Appropriated Value</td> <td style="text-align: center;">-----</td> <td style="text-align: center;">-.040</td> <td style="text-align: center;">-0.006</td> <td></td> </tr> <tr> <td>Congressional Rescission:</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Current President's Budget Submission</td> <td style="text-align: center;">3.032</td> <td style="text-align: center;">3.043</td> <td style="text-align: center;">3.102</td> <td style="text-align: center;">Continuing</td> </tr> </tbody> </table> <p>C. Other Program Funding Summary: DERF - N/A</p>											COST IN MILLIONS					FY 2001	FY 2002	FY 2003	Total Cost	Previous President's Budget Submission (PPB)	3.032	3.083	3.108	Continuing	Adjustments to Appropriated Value	-----	-.040	-0.006		Congressional Rescission:					Current President's Budget Submission	3.032	3.043	3.102	Continuing
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D. Schedule Profile FY 2001 Accomplishments (3.032) <ul style="list-style-type: none"> • Tested system development to provide resources, facilities, and simulations for effective Service level and joint training • "Normalized" Status of Readiness and Training System (SORTS) to address changes in training policy and force structure • Analyzed test results of program to increase use of private sector entities in performing training functions • Continued development and implementation of policy for conducting cost-effective Joint, Service, and Agency training FY 2002 Plans (3.043) <ul style="list-style-type: none"> • Assess project efforts accomplished under policy, guidelines, and directives after they mature • Analytical support to address sustainability of training ranges strategy to protect the capability of our ranges to support needed testing and training requirements • Clarify the existing planning and requirements system for each service; and suggest a more comprehensive optimization-based planning process for aviation training • Document and explain DoD's spare parts funding history, current budget and program plans, and any outstanding unfunded requirements • Improving Current CINC Assessment and Joint Processes FY 2003 Plans (3.102) <ul style="list-style-type: none"> • Inventory the encroachment problems facing training ranges across the Department; assess the contribution of the Service efforts and existing Department efforts to deal with encroachment; and assist in developing an OSD agenda to deal with the problems across the Military Departments • Assess readiness implications of the spare parts funding and future programs for resolving spare parts shortfalls 									

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<p>A. Mission Description & Budget Item Justification: #3. The primary mission is to test and implement more accurate methods of assessing aptitudes required for military enlistment, success in training, and performance on the job. The program also supports implementing methods that are useful in the identification of persons with the high aptitudes required by today's smaller and technically more demanding military.</p> <p>B. Program Change Summary:</p> <table style="width: 100%; margin-left: 400px;"> <thead> <tr> <th></th> <th colspan="4" style="text-align: center;">COST IN MILLIONS</th> </tr> <tr> <th></th> <th style="text-align: center;">FY 2001</th> <th style="text-align: center;">FY 2002</th> <th style="text-align: center;">FY 2003</th> <th style="text-align: center;">Total Cost</th> </tr> </thead> <tbody> <tr> <td>Previous President's Budget Submission (PPB)</td> <td style="text-align: center;">1.802</td> <td style="text-align: center;">1.826</td> <td style="text-align: center;">1.919</td> <td style="text-align: center;">Continuing</td> </tr> <tr> <td>Adjustments to Appropriated Value</td> <td style="text-align: center;">-----</td> <td style="text-align: center;">-.024</td> <td style="text-align: center;">-0.003</td> <td></td> </tr> <tr> <td>Congressional Rescission:</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Current President's Budget Submission</td> <td style="text-align: center;">1.802</td> <td style="text-align: center;">1.802</td> <td style="text-align: center;">1.916</td> <td style="text-align: center;">Continuing</td> </tr> </tbody> </table> <p>C. Other Program Funding Summary: DERF - N/A</p> <p>D. Schedule Profile</p> <p>FY 2001 Accomplishments (1.802) <u>DoD Enlistment Testing Program (ETP) (1.083)</u></p> <ul style="list-style-type: none"> • Completed Military Entrance Testing (MET) site feasibility study • Conducted validity studies of Assembling Objects • Completed Interest Finder response bias evaluation • Continued exploration of new procedures for detection of item/test compromise and item parameter drift; Developed procedures for multidimensional adaptive testing • <u>DoD Student Testing Program (STP) (.719)</u> • Examined ways to increase high school usage of the Career Exploration Program • Completed work on STP high school participation rate and prediction of civilian job success 											COST IN MILLIONS					FY 2001	FY 2002	FY 2003	Total Cost	Previous President's Budget Submission (PPB)	1.802	1.826	1.919	Continuing	Adjustments to Appropriated Value	-----	-.024	-0.003		Congressional Rescission:					Current President's Budget Submission	1.802	1.802	1.916	Continuing
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FY 2002 Plans (1.802) <u>DoD Enlistment Testing Program (ETP) (1.081)</u> <ul style="list-style-type: none"> Implement new forms of the ASVAB Continue exploration of procedures for trying out new test items "on-line" Explore possibilities for equating new forms of the ASVAB "on-line" Explore uses of multidimensional adaptive tests Start trial implementation of new methods for detection of test item compromise Begin implementation of CAT-ASVAB in the MET sites <u>DoD Student Testing Program (STP) (.721)</u> <ul style="list-style-type: none"> Introduce new forms of the ASVAB for the STP Revise the STP materials to accommodate the newly restructured ASVAB Implement new career exploration program with new materials Implement new normative information and score scale for the interest-finder and aptitude norms for the ASVAB Revise <i>Military Careers</i> to be compatible with the O*NET FY 2003 Plans (1.916) <u>DoD Enlistment Testing Program (ETP) (1.150)</u> <ul style="list-style-type: none"> Implement new score scale (Norms) for the STP Implement procedures for the detection of test compromise Publish new test manual Begin full-scale implementation of new tests developed from on-line item calibration procedures Begin implementation of new tests of spatial reasoning given Service approval and completion of validity work Initiate investigation of new tests for use in the ASVAB Continue research line into use of multidimensional CAT scoring procedures <u>DoD Student Testing Program (STP) (.766)</u> <ul style="list-style-type: none"> Implement new materials and publish new technical Manual Begin trials of on-line internet testing in the nation's high schools Implement new evaluation of the STP Implement occupational linkages to O*NET 									

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